



# NEWS

*County Women's Network*

October 2006

## Six Pointers for Handling Emotions on the Job

Emotions are a complicated thing. They can get you the job of your dreams or prevent you from reaching your full potential. But what's the difference? It all depends on how you view emotions and the value you place on them. Check out these tips:

1. **Take a step back.** There are bound to be times when you get angry at work. Identify the issues that made you angry and present them to your supervisor/manager on a rational level. This can be tough for many people—especially those who aren't accustomed to holding back their emotional energy. Wait until the smoke clears to see the total picture. If you don't, you run the risk of being viewed as someone who flies off the handle.
2. **Read signs carefully.** If you are one of those people with boundless energy and enthusiasm for most tasks, make sure to channel that energy and use it to your advantage—but carefully. You don't need to be the head of the department to read signals that you're "over the top". All you need to do is carefully observe the body language of the people around you. It's usually a very good indicator that you are getting too emotional.
3. **Provide supportive facts.** Make sure to back up that big project with facts and figures. Not only does it provide data, but also solid rational business sense. Once you see the figures in black and white, you'll see if your emotional investment in the project is worth the energy you are expending on it.
4. **Never let them see you sweat or cry.** The ability to work as part of a team are critical skills that you need to succeed. Team meetings can become emotionally charged as everyone shares their opinions and beliefs. The ability to manage your own and others' emotions are crucial skills. People want to be listened to and heard, especially in the workplace. To manage your own emotions, concentrate on remaining calm. If your emotional fires flare, so will those of others. If you are heading the meeting and this happens, suggest taking a break. This will give everyone a chance to calm down. While away from the group, identify what is upsetting you or others' emotional balance and come up with a strategy to work through it.
5. **Find a confidant to share your triumphs and frustrations.** Sometimes just talking to someone who understands office dynamics can do wonders for your emotional outlook. "Venting" when done with someone who doesn't have the same emotional ties to your office that you do, is a healthy behavior. It hurts no one and allows you to release pent-up feelings. Note: Choose your confidants wisely and think twice before you let off steam with a fellow coworker who may betray your confidence.
6. **Have balance in your life.** Have balance in your life outside work. If your personal life is full and happy, it's going to show at the office. Your tolerance for emotionally charged situations will be much higher and you are more likely to respond and react appropriately.

## Jo-Ann Burns, Director of the Desert Region

I have been a County employee since 1986. I have worked with the Department of Behavioral Health as a Behavioral Health Specialist and then with TAD and JESD as an Employment Specialist. I have been a Supervising Employment Specialist for the past 10 years.

I was recently promoted to the position of Employment Services Manager for the Victorville and Adelanto districts.

I have been a member of CWN since 1997. I have participated as a protégé and as a mentor and look

forward to providing this experience to others in the Desert Region.

The Desert Region supports the County Women's Network goal of promoting personal growth and development and career growth and development. Another important goal as both a County employee and a member of CWN is service to others and the Desert Region has embraced this by focusing on community service through the use of raffles and fashion shows with the proceeds going to a local domestic violence shelter.

As the Director of the Desert Region, my personal goal continues to be to bring information and opportunities to the women of the high desert through CWN.

The Desert Region looks forward to another exciting year. We are establishing goals for the year which include increasing membership and continuing to serve the community.

I look forward to working with everyone in the high desert region for the year 2006 – 2007.

Please contact me if you have any questions, ideas, or suggestions for our Desert Region CWN program.



# October 2006

| Sun                                       | Mon                  | Tue                                    | Wed                                       | Thu                                     | Fri                         | Sat                                   |
|---|----------------------|--|---|---|-----------------------------|---------------------------------------|
| 1 Breast Cancer Awareness Month Kick Off  | 2                    | 3                                      | 4   | 5                                       | 6                           | 7                                     |
| 8   | 9 HOLIDAY            | 10                                     | 11  | 12                                      | 13                          | 14                                    |
| 15  | 16 National Boss Day | 17 Get change for pizza lunch tomorrow | 18 CWN Meeting 1130am to 1pm              | 19                                      | 20 National Mammography Day | 21 Successful Aging, Cal Baptist, 8am |
| 22  | 23                   | 24 West End CWN Meeting                | 25 Deadline to submit Newsletter articles | 26 Desert Region Fashion Boutique, 11am | 27                          | 28                                    |
| 29 DAYLIGHT SAVINGS TIME—TURN BACK CLOCKS | 30                   | 31                                     |   |   |                             |                                       |

The CWN Desert Region will be holding a Dress Party Fundraiser on Thursday, October 26 from 11am to 2pm at the Victorville PERC Office, 17670 Bear Valley Road, Suite 107.

Cash, Checks and Credit Cards Accepted.

Bring a friend and shop 'til you drop!



Ms. Katie Roberts provided our room-filled meeting with a fun, humorous and heartfelt synopsis of her career with the Ontario Police Department.

Wasn't she terrific?

Our Annual Holiday Boutique will be held on Wednesday, November 15 — *it's just around the corner!!*

The Holiday Boutique is in place of the regular San Bernardino monthly meeting and a great time to pick up something for yourself or get a jump on that holiday shopping.

Watch your e-mail and this newsletter for further details on how you can sign up for a booth.



Watch for our Annual See's Novelty Candy Sales coming next month.

At just \$5 they make great stocking stuffers or gifts for co-workers, manicurists, teachers, etc.

More info coming soon.



National Mammography Day, the third Friday in October each year, was first proclaimed by President Clinton in 1993.

On this day, and throughout October's Breast Cancer Awareness Month, CWN encourages all women to make a mammography appointment.



## Kathy Marshall, Director of the West End Region

I am currently an Eligibility Worker III in the Transitional Assistance Department (TAD).

I have been with San Bernardino County since May 1987. My entire time with the County has been with TAD. I have been in the Redlands and San Bernardino offices and am currently assigned to Fontana, where I have been for the last 15 years.

My first exposure to CWN was way back in 1995, when Jane Adams and I used to attend the meetings together. I became a member in 2004.

I have recently been elected Director of the West Valley Region and am

looking forward to serving in that capacity.

My goal for CWN is to help increase participation in the West Valley Region. I have the pleasure of serving with a subcommittee made up of great women. We have special things planned for the West Valley Region. When you are on the West side drop by and see us!

On a personal note, I am a single mother to one daughter. My daughter is a 24 year old full time student at Cal State San Bernardino and she also works full time at Riverside Community College the Moreno Valley campus (she finally has her own benefit package!).

I love to travel and in the past six years have been to: Fiji, Jamaica, and Kauai as well as New York many times. My last trip to New York was in April of this year where I saw "The Color Purple" on Broadway.

I love to 'Spa' and my favorite spot is Glen Ivy in Corona (love that mud bath!).

I am very active in my church, serving on the board as Administrator as well as singing in the choir. I spend most of my evenings doing bible studies with women and counseling young single mothers.

## Passionately Pink for the Cure

People everywhere are *Passionately Pink for the Cure™!*

More than the color for breast cancer awareness, pink represents the promise between two sisters to find a cure for breast cancer. That promise started the Komen Foundation and ignited the passion of millions to create a world without breast cancer. Are you passionate?

Passionately Pink for the Cure™ is a new, year-round fundraising and education program kicking off October 1, 2006, in conjunction with National Breast Cancer Awareness Month. The program encourages companies, schools and organizations to take that promise, make it their own, and make a difference by supporting breast cancer research, education,

screening and treatment.

Breast cancer touches millions of lives. It is expected that 211,200 women and 1,720 men in the U.S. will be diagnosed with breast cancer, and more than 41,000 people will die from breast cancer in 2006 alone. One by one, we can make a difference! Passionately Pink for the Cure™ is an easy, creative program I hope will have everyone seeing pink everywhere you look, every day in October, encouraging millions of people nationwide to get involved in the promise for the cure. The Komen Foundation hopes to raise \$10 million through the Passionately Pink for the Cure™ program with your help.

### Choose Your Outfit:

The CWN Board is encouraging all members and guests to wear something pink to the Oct 18 meeting in San Bernardino, the West End Meeting on Oct 24 and the Desert Boutique on Oct 26. Here are some ideas:

PINK blouse, shirt, slacks, skirts, jackets, scarf

ACCESSORIZE in PINK belts, socks, handbag, watch or sunglasses

SUBTLE with a pink lapel pin, or Share the Promise wristband

Go ALL OUT with a head-to-toe ensemble.

Choose the date. Choose the outfit. Make a difference.  
**PASSIONATELY  
PINK  
FOR THE CURE**  
A Program of The Susan G. Komen Breast Cancer Foundation.

## Welcome Aboard New Members!

- *Marcia Sage, County Administrative Office*
- *Eloisa Ulrich, Information Services*
- *Diana Williams, Probation*
- *Carol Fiore, HSS*
- *Kari Verjil, Registrar of Voters*
- *Nancy Almeraz, Superior Court*
- *Cecilia Velazquez, Superior Court*
- *Lynda Ritter, HSS*
- *June Lue Sang, Behavioral Health*

Donate Old Cell Phones to CWN. We've already raised \$55 from cell phones received at the Sept 20 meeting. *Keep 'em coming!!*

Personal inkjet printer cartridges also accepted



## Promoting Me

Congratulations to the following CWN members on their recent accomplishments



- Jamie Knutzen on her promotion to Human Resources Analyst
- Sandy Decker on her promotion to Administrative Supervisor I with Public Health
- Marie LaMadrid for attaining regular status as a County Counsel Paralegal

## ANNOUNCEMENT

*Please join me in welcoming Ms. Dana Harris as the newest member of the CWN Board of Directors.*

*Dana fills the position of Director of Programs, effective immediately.*

**Melonee Vartanian**  
**CWN President**



**Did You Know???** Breast cancer is the most common cancer in African American women and the second leading cause of death among African American women, exceeded only by lung cancer. The factors that may explain this difference in survival rates include biologic and genetic differences in tumors, the presence of risk factors, barriers to health care access, health behaviors and later stage of disease at diagnosis. Participation in annual mammography screening and treatment of the disease at the earliest stages offers the best opportunity for decreasing mortality and improving survival. (*Susan G. Komen Breast Cancer Foundation, [www.komen.org](http://www.komen.org)*)





On September 24, 2006 Michele Watson and I participated in the 15th Annual Orange County Susan G. Komen 5K RACE FOR THE CURE walk.

Michele and I met while I was her Mentor and she was a Protege (the *Achievers*) back in 2000. Together we raised over \$1300. If you would like to make a donation, visit [www.komen.org](http://www.komen.org). Here are some photos from the day's events.



*Alvina Hollensbe  
Director of Publicity*



On Saturday, September 30, 2006, Marie La Madrid participated in the 2006 Walk for the Cure as part of the Juvenile Diabetes Research Foundation. She raised over \$1100. Great job!! If you would like to make a donation, visit [www.jdrf.org](http://www.jdrf.org)



# Survey Says!!

First, I'd like to thank each and every one of you who responded to the survey. There were 69 members who answered the survey questions. Without your input, CWN as an organization would stop growing.

Below is a brief recap of the responses to the survey. Your CWN Board members will strive to achieve the goals you have set forth. We will continue on the journey to always improve the organization, taking into account the membership's best interests and desires at heart.

**Length of membership:** 1-4 years, 36; 5-9 years, 21; 10+ years, 12

The **main reason women join CWN** is to learn and grow, followed closely was networking, with 95.7% of those responding who attend the meetings regularly. **Members who cannot attend** is mainly due to workload and not having coverage. CWN has made a **positive difference** in 92.8%, mainly due to networking, positive people and surroundings and learning experiences. The knowledge gained was extremely important, women became motivated, showed increase in confidence and attitude adjustments. Most members are aware of our **resource library** and **scholarship programs**, as well as the award-winning **mentoring program**.

I'm happy to report that there are members who are showing an interest in becoming **board members** next year. It is wonderful to attend the meetings, but just think of the opportunities and growth you can experience by being on the CWN Board. Volunteering for **committees** also had a great response. Thank you to all who responded on both of these topics and ..... you will be hearing from us!

**Fundraising** ideas were wonderful. They included book fairs, having "gift shops" at the meetings with products for sale (Cookie Lee, Candles, Mary Kay, teas, etc), See's Candy sales both at Christmas and Easter, Entertainment books, with the most mentioned being to raffle off donated items. As far as the funds being distributed, most people like the idea of the scholarships, some would like to see larger scholarships, use the money raised for nice speaker gifts, have more "seminar" drawings or raffle off seminars, do something nice for elderly.

The membership would like the topics of **speakers** to be more in line with helping in the career path, someone from the board of retirement, how to balance career and family and finances. Other topics are public speaking, management training, time management, safety issues, health issues and career paths. There were many topics suggested and the board will work on providing you with the most helpful and requested speakers.

The topics of **lunches** was varied. Most everyone agrees that having lunch provided is the best and they do enjoy the pizza. Most of the comments received; however, were to have a healthier lunch, to include a choice of salads, sandwiches, pizzas, and a taco bar. Having lunch catered from the Sheriff's Department, Quiznos, In and Out Burger, KFC and Alfredo's were all suggested. Members are willing to spend anywhere from \$1 to \$15, with the majority saying \$5 - \$8 would be comfortable.

We will be checking into various **locations** that are larger than the SBPEA room. We are quickly outgrowing the space and we have numerous recommendations, which are already being investigated.



Melonee Vartanian, President

## CONTACT US

Melonee Vartanian, President  
[cwnprez@yahoo.com](mailto:cwnprez@yahoo.com)

Alvina Hollensbe, Director of  
Publicity  
[cwn.newsletter@yahoo.com](mailto:cwn.newsletter@yahoo.com)

### Membership:

Chris Garcia,  
[cgarcia@jesd.sbcounty.gov](mailto:cgarcia@jesd.sbcounty.gov)  
Kimberly Brown,  
[brownk@hss.sbcounty.gov](mailto:brownk@hss.sbcounty.gov)

### Programs:

Michelle Brass,  
[mbrass@dbh.sbcounty.gov](mailto:mbrass@dbh.sbcounty.gov)  
Dana Harris,  
[dharris@sdd.sbcounty.gov](mailto:dharris@sdd.sbcounty.gov)

## ~ Get to know your Organization ~

Each month there will be a trivia question about CWN in the monthly newsletter. If you know the answer to the question, send an e-mail to [cwn.newsletter@yahoo.com](mailto:cwn.newsletter@yahoo.com) by October 16, 2006 with "TRIVIA" in the subject line.

### October Trivia Question .....

### Name five past CWN Presidents

The CWN member with the most correctly named presidents wins!! Winner announced at the meeting on October 18. Must be present to win.

A Susan G Komen Breast Cancer Foundation Visor is the prize!

**September Trivia Winner:  
Laura Ebel, Hesperia TAD  
submitted the closest guess**

All CWN members  
and guests receive a  
special gift at the  
October 18th  
meeting

**RSVP = Guaranteed Seat**

### OCTOBER SPEAKER:

Margaret Easley, RN, MSN  
Chief Community Health Services,  
Director Public Health Nursing



If you have not renewed your CWN Membership this will be the last *NEWS*letter that you'll receive. Effective October 2, 2006, our E-mail group is being revised and will only include current members. Renew today so you won't miss this *NEWS*letter, meeting flyers, scholarship information or other special announcements.

## California Superior Courts' Interactive Electronic Forms Program

Free help completing court forms!  
Get help with:



DIVORCE • FAMILY LAW  
DOMESTIC VIOLENCE  
DOMESTIC PARTNERSHIP  
SMALL CLAIMS  
EVICTIONS  
GUARDIANSHIPS

Visit the San Bernardino County Web page at [www.SBCOUNTY.GOV/Courts/](http://www.SBCOUNTY.GOV/Courts/)



Ribbon for Male  
Breast Cancer



Did you know about 1700 men will be diagnosed with  
Breast Cancer this year?

I didn't either.



A PERSONAL INVITATION FROM THE  
SCHOOL OF BEHAVIORAL SCIENCES  
AT CALIFORNIA BAPTIST UNIVERSITY

**SUCCESSFUL AGING**  
IN THE  
**NEW MILLENNIUM**  
**Saturday, October 21, 2006**  
AT CALIFORNIA BAPTIST UNIVERSITY



Conference Keynote Speaker Jack LaLanne

The **School of Behavioral Sciences** at California Baptist University invites you to attend its first Ethics and Aging Conference, "Successful Aging in the New Millennium."

The focus of this conference is to provide current information and resources about successful aging in the areas of fitness and nutrition, memory enhancement, financial planning, housing choices, and legal and ethical issues.

College credit and continuing education units (CEUs) are available.

Register online at  
[www.calbaptist.edu/AGINGconf](http://www.calbaptist.edu/AGINGconf)

Questions? Call 951.343.4558  
Monday thru Friday 9AM to 5PM PST

### Registration Fees

|  |                    |
|--|--------------------|
| General Admission                        | \$145              |
| Early Registration<br>(by Aug. 25, 2006) | \$95<br>(save 50%) |
| Students with<br>ID cards                | \$45               |
| Senior Citizens<br>(55+)                 | \$35               |

The price for attending the Friday evening dinner event with Jack LaLanne is an additional \$25.



County Women's Network

## Annual Cruise Fundraiser

### 3-Day Mexican Riviera Cruise Tickets

**On Sale Now!**

Tickets just \$10 each or 3 for \$25

Purchase tickets by cash or check

See Alvina Hollensbe at the SB meeting to purchase your tickets!

Winner will be announced at our Annual *Members Only* Holiday Luncheon on December 20.

*Winner need not be present to win.*

Raffle open to CWN members, their friends and co-workers.

***Deadline to purchase tickets is Friday, December 15***

Can't get to the San Bernardino Meeting to purchase tickets or live out of the area??  
No problem! Contact Alvina Hollensbe via e-mail [cwn.newsletter@yahoo.com](mailto:cwn.newsletter@yahoo.com) to make alternative arrangements to purchase your raffle tickets.

***Proceeds from this fundraiser benefit the CWN Scholarship Fund***



**You Are Invited to Be Our Guest  
to Experience a Free True Parenting Seminar**

**Presented by Kathy Hayward, author of the book "True Parenting"**

**Saturday, October 14, 2006**

**9 am to 12:30 pm OR 1:30 to 4:30 pm**

**at Embassy Suites, 1325 E. Dyer Road, Santa Ana, CA 92705**

**We will serve you a complimentary lunch from 12:30- 1:30 p.m.**

**Space is Limited, so Please RSVP No Later than October 10<sup>th</sup>**

**To Verlaine Crawford at 800-422-4686 or [vcrawford@true-color.com](mailto:vcrawford@true-color.com)**

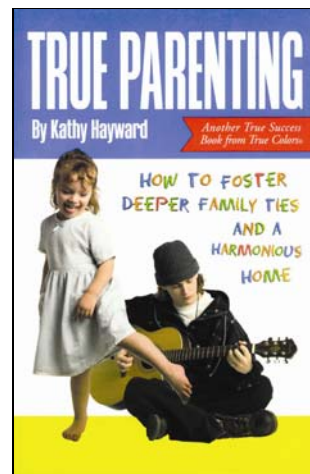
**This seminar will be filmed for a DVD**

You will experience an exciting morning **or** afternoon learning how True Colors can help you be a more effective parent. Each seminar session will be filmed for a DVD to be used in future seminars and as part of a True Parenting Kit. **You will be asked to sign a release agreeing that you give permission for your image to appear in the video.** This is a wonderful opportunity to help parents better understand and guide their children.

### **Key Benefits Include:**

True Parenting introduces True Colors concepts in personality and temperament styles followed by practical and useful activities applying True Colors concepts to the difficult job of parenting. You will recognize the "True Colors" of each member of your family and discover insights into how family members influence the behavior of your children. You will learn how to parent each child in ways that will bring positive responses according to their True Colors.

- Learn about how to use True Colors as an easy and highly effective communications tool for all ages
- Understand and appreciate how personality differences lead to various behaviors of children
- Recognize the values, joys, strengths, stressors and frustrations of each of your child's personality type
- Learn new methods to build and promote respect and self-confidence in your children
- Deepen family relationships and create a more harmonious home environment, including the parenting relationship that you share
- Enhance parenting skills in communication, motivation, discipline and building self-esteem



Anyone who is interested in becoming a better parent and/or becoming a presenter of the True Parenting seminar will benefit greatly from the principles of True Parenting. Please call Verlaine Crawford at True Colors if you are interested in joining us for this True Parenting workshop at 1-800-422-4686 or email at [vcrawford@true-colors.com](mailto:vcrawford@true-colors.com).

### **True Colors, Inc.**

3605 West MacArthur Blvd., Suite 702, Santa Ana, CA 92704  
(800) 422-4686 Fax: (866) 374-8958  
[vcrawford@true-colors.com](mailto:vcrawford@true-colors.com)  
[www.true-colors.com](http://www.true-colors.com)